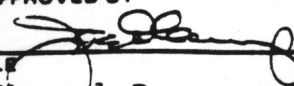


STATE OF ALASKA DEPARTMENT OF TRANSPORTATION AND PUBLIC FACILITIES <b>POLICY AND PROCEDURES</b>		P & P No. 25-8001	Page 1 OF 2
		Effective Date 3-1-85	
SUBJECT  USE AND POSSESSION OF INTOXICANTS		Supersedes P & P No. 25-8001	Dated 7-1-84
		APPROVED BY 	
DIVISION AK Marine Highway System	SECTION Operations	CHAPTER TITLE Vessel Personnel	

**PURPOSE:**

To state the policy prohibiting the use, or possession, of intoxicating beverages or drugs by crew members on duty on board vessels of the Alaska Marine Highway System.

**POLICY:**

It is the policy of the Alaska Marine Highway System that no intoxicating beverages or drugs be in possession of, or consumed by, the crews while on duty on board any of the Systems' vessels. The term "on duty", in this instance, refers to the specified work period during which a crew member is on board a vessel in work status, regardless of hours of watch or other employment.

Employees deadheading to a change port to go on duty will regard the above ruling as if in duty status rather than as a passenger, during the twelve (12) hour period preceding reporting for duty.

This prohibition does not apply to employees who are riding on the ferries as passengers, either by payment of their own fares, by pass, or after having completed an assignment.

Violation of this policy will result in immediate suspension and possible termination as provided below.

**DISTRIBUTION:**

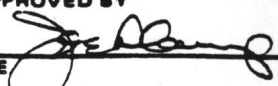
All holders of the "Policy and Procedures Manual", and posting on bulletin boards to the extent of insuring proper notice to all vessel employees.

**FIRST OFFENSE: Two workweek Suspension**

In addition to the two workweek suspension, successful completion of an appropriately recognized rehabilitation program will be required if there is evidence of a serious abuse problem. In the event the program extends beyond the two workweek suspension, vessel assignment will not take place until successful completion of the rehabilitation program. Should there be a question between the parties as to whether the employee has a serious problem in this respect, the option exists to require professional evaluation to determine if in fact a rehabilitation program is recommended.

**SECOND OFFENSE: Termination.**

STATE OF ALASKA  
DEPARTMENT OF TRANSPORTATION AND PUBLIC FACILITIES  
**POLICY AND PROCEDURES**

P & P No.	25-8001	Page	2 OF 2
Effective Date	3-1-85		
Supersedes P & P No.	25-8001	Dated	7-1-84
APPROVED BY 			
DIVISION AK Marine Highway System		SECTION Operations	CHAPTER TITLE Vessel Personnel

SUBJECT

USE AND POSSESSION OF INTOXICANTS

PROCEDURE:

If a vessel's officer, or other enforcer of the policy has a reasonable belief that a crew member has contraband intoxicants aboard the vessel, a subsequent search of the crew member's quarters may be authorized by the ship's Master or the senior licensed officer present in the absence of the Master. A reasonable belief may arise from the detection of the odor of alcohol or marijuana about a member of the crew, or an observation of drug paraphernalia.

In addition, a reasonable belief may arise in the course of the federally mandated sanitary inspection, or at any other time, if the inspector notices contraband intoxicants, which are in plain view. There are many other ways in which a reasonable belief may arise, but they all must be based upon objective, articulable facts.

An administrative search based on reasonable belief must be as limited as possible to carry out the purposes of the search-the discovery and confiscation of contraband intoxicants. If a crew member is suspected of possessing alcohol, the search should only include those areas in which alcohol could be secreted.

Similarly, if the member is suspected of possessing non-prescribed controlled substances, the search should be only for those substances, and only in a place where they may be kept.

The search party is to consist of a licensed officer and a witness, preferably from another vessel department and the appropriate union delegate if available.

In the case of alcohol or small amounts of marijuana, confiscation and imposition of suspension, either immediately or at the next port, is the preferred course. If the search turns up large quantities of marijuana (over one pound) or other non-prescribed controlled substances, the contraband can be seized and locked in a secured, limited access area, or the quarters can be sealed and placed off limits to all personnel. Then, the vessel officer who conducted the search and made the discovery should prepare a written report of the incident and notify law enforcement authorities to meet the ferry at the next port. Further questioning of the crew member should not be undertaken in the absence of law enforcement personnel.

Information concerning any offense involving the use and possession of intoxicants shall be entered into the ship's log in order to substantiate possible U.S. Coast Guard inquiry and action.